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2 June 1980

MEMORANDUM FOR: Deputy Director for Science and Technology

FROM:

Director, Foreign Broadcast Information Service

SUBJECT: Advance Work Plan: Personnel Management

REFERENCE: AWP, Management Goal Number 1

1. My Advance Work Plan includes as a goal: "a study of the overall FBIS personnel management process with special emphasis on minimizing the number of panels and subpanels in the promotion and ranking activity." The AWP also calls for a report to you on 1 June 1980. This memorandum constitutes an interim report.

2. FBIS has examined the office personnel structure with a view toward determining the most rational structure in terms of numbers of panels and the makeup of panels. Our general finding was that it was advisable to consolidate the number of subpanels from 14 to 11; this has been effected. However, before final reorganization is completed, we plan to wait for the DDCI's distribution of the Precepts for evaluation boards and panels. Our preliminary view is that our realignment of FBIS' subpanels will for the most part be found to be consistent with the Precepts and will require only minor adjustments, if any.

3. Regarding the number of participants on the subpanels, we have reduced the total from [redacted] Again, a final decision on the appropriate number will await distribution of the Precepts.

4. I shall provide you with a final, detailed report as soon as feasible.

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